



United States of America  
National Labor Relations Board



## NOTICE OF ELECTION

### INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

**PURPOSE OF ELECTION:** This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See VOTING UNIT in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

**SECRET BALLOT:** The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

**ELIGIBILITY RULES:** Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

**CHALLENGE OF VOTERS:** An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

**AUTHORIZED OBSERVERS:** Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

### **METHOD AND DATE OF ELECTION**

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit by personnel of the National Labor Relations Board, Region 18, at 4:15 p.m., (EST) on Friday, February 26, 2021. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by Tuesday, March 9, 2021, or otherwise requires a duplicate mail ballot kit, he or she should communicate immediately with the National Labor Relations Board, Region 18 by either calling (612) 348-1757, or our national toll-free line at 1-844-762-NLRB (1-844-762-6572), in order to arrange for another mail ballot kit to be sent. Voters should return their mail ballots so that they will be received at the Region 18 office by close of business (4:30 p.m.) CST on Friday, March 26, 2021.

**COUNT OF BALLOTS:** The mail ballots will be commingled and counted at 9:30 a.m. on Wednesday, March 31, 2021. In order to be valid and counted, the returned ballots must be received in the Region 18 Office prior to the counting of the ballots. The method for the count will require virtual participation and will be determined by the Regional Director of Region 18 prior to the count.



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**VHS HURON VALLEY-SINAI HOSPITAL, INC.  
COMMERCE CHARTER TOWNSHIP, MICHIGAN**

**CASE 07-RC-272211**

### **VOTING UNIT**

#### **EMPLOYEES ELIGIBLE TO VOTE:**

**Those eligible to vote are:** All full-time, regular part-time, and per diem anesthesia assistants, anesthesia technicians, cardiac sonographers, care management technicians, cat scan technicians, certified respiratory therapists, cooks, ED technicians I, endoscopy technicians, food production specialists, food services aides, food services operations specialists, groundskeepers, groundskeeper coordinators, instrument technicians, interventional radiology technologists, LD cardiac catheterization (cath) lab technicians, LD cardiac sonographers, LD pharmacy technicians, mammography technologists, MRI technologists, nuclear medicine technologists, OB associates, OBS materials management clerks, patient attendant safety employees, patient care associates, pharmacy technicians, physical therapist assistants, radiologic technologists, registered respiratory therapists, scheduler procedurals, special procedures technicians, senior instrument technicians, senior pharmacy technicians, stock control clerks, surgical technicians, telemetry technicians, transporters, ultrasound technologists, ultrasound/vascular technicians, unit clerks, and valets, employed by the Employer at its facility located at 1 William Carls Drive, Commerce Charter Township, MI 48382, who were employed by the Employer during the payroll period ending February 13, 2021.

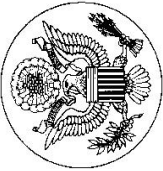
#### **EMPLOYEES NOT ELIGIBLE TO VOTE:**

**Those not eligible to vote are:** Physicians, residents, registered nurses, professionals, biomedical technicians, electricians, maintenance technicians II, maintenance technicians III, painter/maintenance assistants, business office clerical employees, managers, confidential employees, and guards and supervisors as defined by the Act.

**Note:** Also eligible to vote are all employees in the unit who have worked a minimum of 120 hours in either of the two 3-month periods immediately preceding the eligibility date for the election.



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**UNITED STATES OF AMERICA**  
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07-RC-272211

**OFFICIAL SECRET BALLOT**

For certain employees of

**VHS HURON VALLEY-SINAI HOSPITAL, INC.**  
**COMMERCE CHARTER TOWNSHIP, MICHIGAN**

Do you wish to be represented for purposes of collective bargaining by

**SEIU HEALTHCARE MICHIGAN ?**

**MARK AN "X" IN THE SQUARE OF YOUR CHOICE**

YES <input style="width: 40px; height: 40px; border: 1px solid black;" type="checkbox"/>	NO <input style="width: 40px; height: 40px; border: 1px solid black;" type="checkbox"/>
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**DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY.**

**If you make markings inside, or anywhere around, more than one square, you may request a new ballot by referring to the enclosed instructions. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.**

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.



United States of America  
National Labor Relations Board  
**NOTICE OF ELECTION**



**RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

**It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.**

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

**The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:**

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

**The National Labor Relations Board protects your right to a free choice.**

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (313)226-3200 or visit the NLRB website [www.nlrb.gov](http://www.nlrb.gov) for assistance.

United States of America  
National Labor Relations Board

**Instructions to Eligible Employees Voting  
By United States Mail**



**INSTRUCTIONS**

1. MARK YOUR BALLOT IN SECRET BY PLACING AN X IN THE APPROPRIATE BOX. DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY.
2. IF YOU SUBMIT A BALLOT WITH MARKINGS INSIDE, OR ANYWHERE AROUND, MORE THAN ONE SQUARE, YOUR BALLOT WILL NOT BE COUNTED. YOU MAY REQUEST A NEW BALLOT BY CALLING THE REGIONAL OFFICE AT THE NUMBER BELOW.
3. IT IS IMPORTANT TO MAINTAIN THE SECRECY OF YOUR BALLOT. DO NOT SHOW YOUR BALLOT TO ANYONE AFTER YOU HAVE MARKED IT.
4. PUT YOUR BALLOT IN THE BLUE ENVELOPE AND SEAL THE ENVELOPE.
5. PUT THE BLUE ENVELOPE CONTAINING THE BALLOT INTO THE YELLOW ADDRESSED RETURN ENVELOPE.
6. SIGN THE BACK OF THE YELLOW RETURN ENVELOPE IN THE SPACE PROVIDED. TO BE COUNTED, THE YELLOW RETURN ENVELOPE MUST BE SIGNED.
7. DO NOT PERMIT ANY PARTY – THE EMPLOYER, THE UNION(S), OR THEIR REPRESENTATIVES, OR AN EMPLOYEE-PETITIONER – TO HANDLE, COLLECT, OR MAIL YOUR BALLOT.
8. MAIL THE BALLOT IMMEDIATELY. NO POSTAGE IS NECESSARY. For further information, call the Regional Office at: **(612) 348-1757 OR TOLL FREE 1(844) 762-6572**

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**TO BE COUNTED, YOUR BALLOT MUST REACH THE REGIONAL OFFICE**

**BY 4:30 P.M., (CST) FRIDAY, MARCH 26, 2021**

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# RIGHTS OF EMPLOYEES

**Under the National Labor Relations Act, employees have the right:**

- To self-organization
- To form, join, or assist labor organizations
- To bargain collectively through representatives of their own choosing
- To act together for the purposes of collective bargaining or other mutual aid or protection
- To refuse to do any or all of these things unless the union and employer, in a state where such agreements are permitted, enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the union that they object to the use of their payments for non representational purposes may be required to pay only their share of the union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

**It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.**

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both employers and unions to know what is expected of them when it holds an election.

If agents of either unions or employers interfere with your right to a free, fair, and honest election, the election can be set aside by the Board. Where appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

**The following are examples of conduct that interfere with the rights of employees and may result in the setting aside of the election:**

- Threatening loss of jobs or benefits by an employer or a union
- Promising or granting promotions, pay raises, or other benefits to influence an employee's vote by a party capable of carrying out such promises
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- Incitement by either an employer or a union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a union or an employer to influence their votes.

**The National Labor Relations Board protects your right to a free choice**

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law. The National Labor Relations Board as an agency of the United States Government does not endorse any choice in the election.



**NATIONAL LABOR RELATIONS BOARD**  
*an agency of the*  
**UNITED STATES GOVERNMENT**

